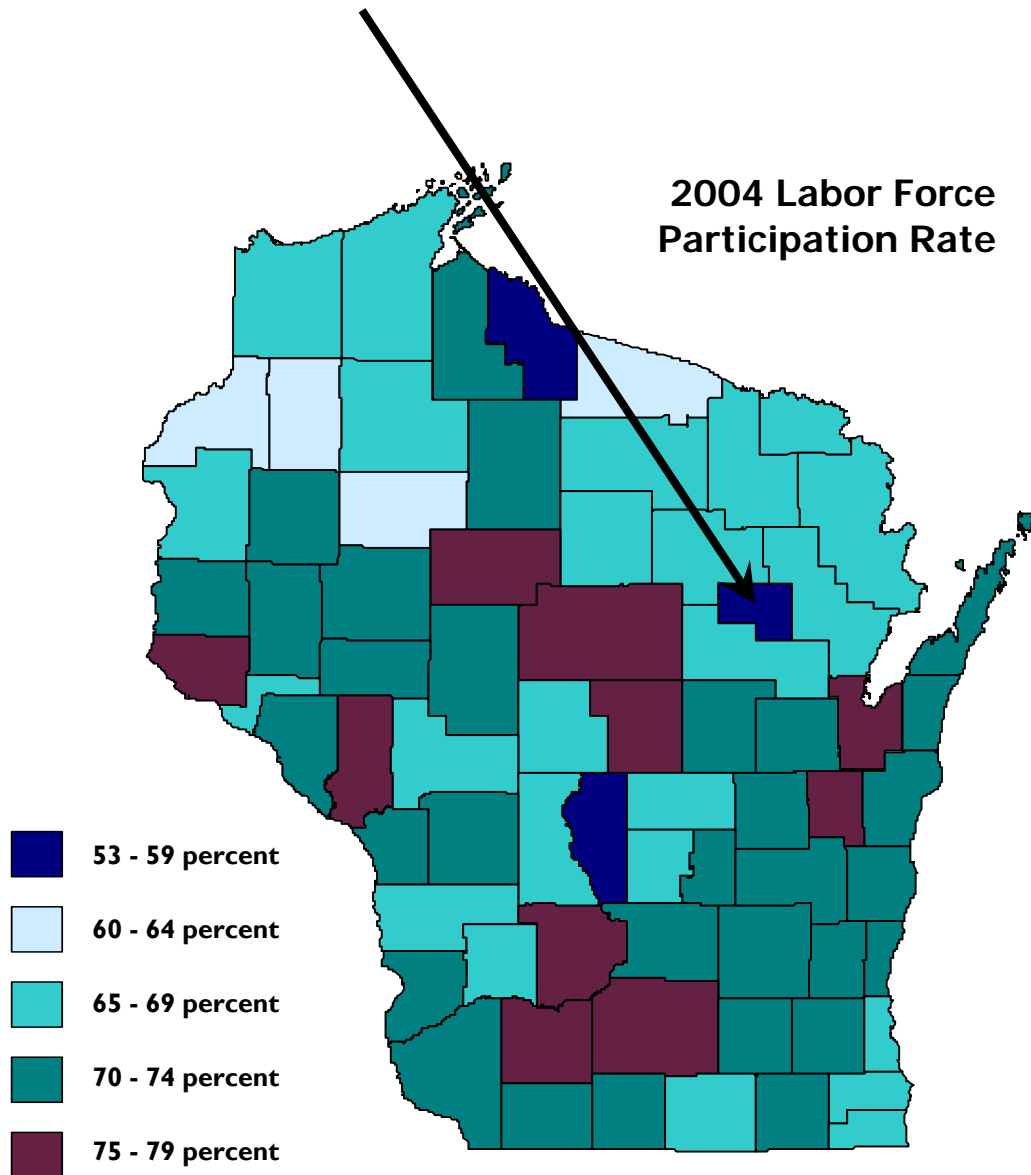


Menominee County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

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State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

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County Population and Labor Force

During the first five years of the decade, Menominee County's population growth rate (1.2 percent) was well below both the state and nation. Between 2000 and 2005 the county has only grown by 54 residents. The growth rate for the county between 2000 and 2020 is projected to be lower than the national rate, but still above the state rate. However, these projections may not come to fruition based on the current growth rate. The growth rate for the county through 2020 is projected to be 18.0 percent, compared to 13.9 percent for the state and 19.3 percent for the nation. It should be noted that the town of Menominee comprises the entire county, therefore its population is the same as the county's.

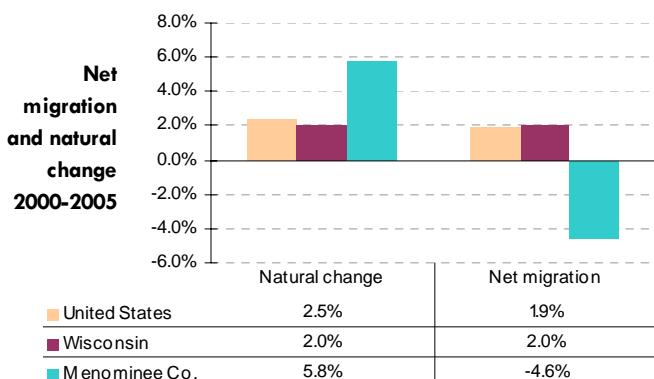
The percent of the population aged 16 and over that is currently in the labor force is 52.7 percent, the lowest in the state. The state average is 70.8 percent and the nation's is 65.4 percent. The percentage of workers in the labor force fluctuates on a monthly and annual basis depending on where we are in the economic cycle during the year as well as how the overall economy is doing. Generally, the participation rate in Wisconsin is above the national average. Wisconsin's labor force participation rate is usually in the top five nationally. A disadvantage of a high participation rate is restrictions on future job growth for the region. However, the county with a low participation rate may have a large resource of workers for new and expanding business opportunities.

The makeup of the county's population by age group is different than the state and nation. The percentage of the population in the youngest groups (16 to 24 years old) is well above the state and nation, while the percentage of the labor

Largest municipalities in Menominee County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Menominee County	4,562	4,616	54	1.2%
Menominee, Town	4,562	4,616	54	1.2%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



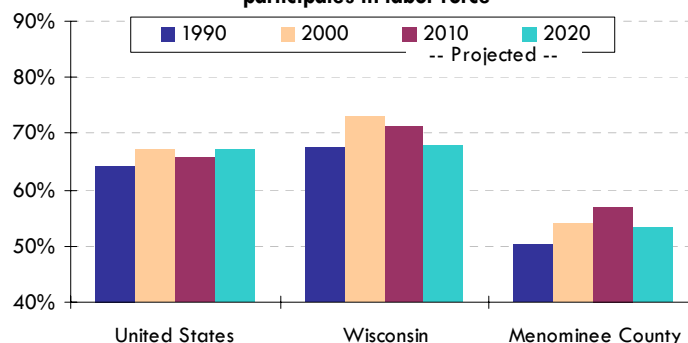
Source: WI Dept. of Admin, Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Menominee County
Total population in 2000	281,424,602	5,363,715	4,562
Population est. Jan. 1, 2005	295,160,302	5,580,000	4,616
Change	13,735,700	216,285	54
% change	4.9%	4.0%	1.2%
2005 Labor force population*	224,837,000	4,341,416	3,206
Share of total population	76.2%	78%	69.4%
Labor force	147,125,000	3,071,179	1,688
Labor force participation rate	65.4%	70.7%	52.7%
2005 Population 16 yrs. & over	228,621,674	4,418,791	3,206
16-24 yrs old	37,489,370	743,660	734
Share of population 16+ yrs	16.4%	16.8%	22.9%
25-59 yrs old	142,248,896	2,708,503	1,810
Share of population 16+ yrs	62.2%	61.3%	56.5%
60 yrs and older	48,883,408	964,550	661
Share of population 16+ yrs	21.4%	21.8%	20.6%
Projected population: 2020	396,878,398	6,274,867	5,382
Population 16 yrs. & over	275,338,964	4,869,573	4,035
16-24 yrs old	39,978,009	697,470	491
Share of population 16+ yrs	14.5%	14.3%	12.2%
25-59 yrs old	150,708,790	2,706,016	2,320
Share of population 16+ yrs	54.7%	55.6%	57.5%
60 yrs and older	84,652,165	1,600,754	1,224
Share of population 16+ yrs	30.7%	32.9%	30.3%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

force over 25 is below the state and national average. The differences between the county and the state and nation is expected to change over the next 15 years. The county will have a smaller percentage of a young labor force aged population, but the middle aged portion will be slightly larger. Those over 60 will make up just less than the state and nation.

Revised Labor Force

The county's labor force had its largest increase of workers between 1996 to 1997 when it increased by 224 workers. This was the period when the nation's economy was growing very rapidly. However, the area still had high unemployment. The lowest annual average unemployment rate for the county occurred in 1999 just before the most recent recession. This was also the highest level of workers in the labor force over the last 14 years. Subsequently the number of workers in the labor force has declined. Some of the change in labor force in the labor force data at this point in time may be the result of a change in the estimating brought about by the 2000 census. This created a break in the data.

Although the recession began and ended in 2001, the unemployment rate did not peak until 2002 when it reached 12.3 percent. Since that time, the number of unemployed as well as the rate has declined.

Currently the labor force for the county is at 1,688. Although the unemployment rate has moderated during the last two years, the number of workers estimated to be unemployed remains above the long term average of 1,344.

Menominee County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	1,167	1,060	107	9.2%
1991	1,514	1,388	126	8.3%
1992	1,753	1,575	178	10.2%
1993	1,898	1,722	176	9.3%
1994	1,972	1,802	170	8.6%
1995	2,059	1,883	176	8.5%
1996	2,197	2,015	182	8.3%
1997	2,380	2,156	224	9.4%
1998	2,523	2,310	213	8.4%
1999	2,566	2,368	198	7.7%
2000	1,642	1,500	142	8.6%
2001	1,690	1,510	180	10.7%
2002	1,726	1,514	212	12.3%
2003	1,724	1,538	186	10.8%
2004	1,688	1,507	181	10.7%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

The focus of this county's analysis to this point has been on quantitative changes in Menominee County's population and labor force. At this point we will move to information on the quality of the county's labor force in comparison with the state and nation by age and gender.

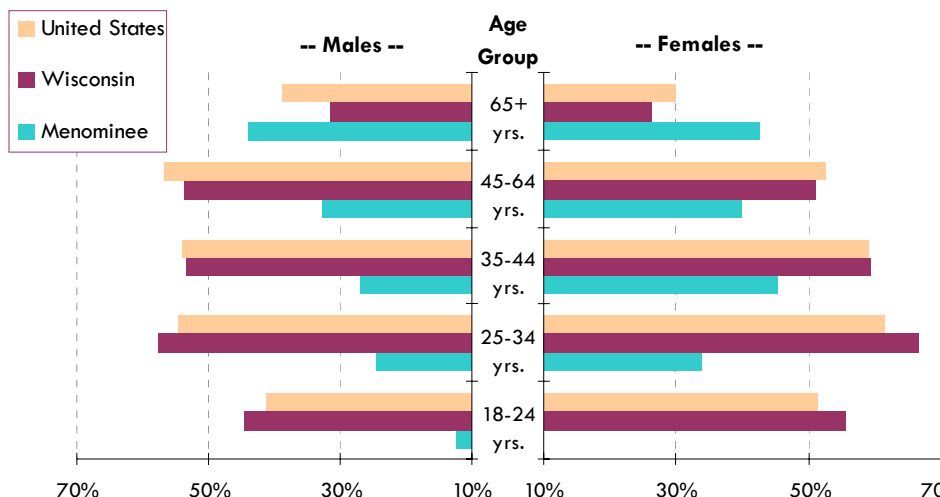
Among the ways which experts measure the overall quality

of a region's skilled workforce is through an analysis of the level of education attainment among the population. An example of this type of analysis is depicted in the graph below. In reviewing this data, a number of significant trends are apparent.

The county is surpassed by the state and national averages at the four youngest age levels for both male and females as to the level of post-secondary education (measured as attendance at either a technical or community college and/or four-year college or university). But the percent of the population with post-secondary education over age 65 exceeds both the state and nation.

Females in the county exceed males in post-secondary education in the middle three age groups but are below their male counterparts in the youngest and oldest age cohorts. This is different than the state and nation, where a higher percentage of females in the three youngest age groups have post-secondary education.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

Average wages in Menominee County were at 73.5 percent of the statewide average during 2004. Only one industry (leisure and hospitality) in the county had an average wage above the state average. (Note, average annual wages in several industry sectors have been suppressed for confidentiality reasons.)

The highest paid industry in the county is professional and business services (\$35,732). Average wages for the education and health care is the second highest wage (\$30,830). Wages in this industry were at 84.7 percent of the state average.

The leisure and hospitality industry would include businesses such as hotels, motels, eating establishments and entertainment businesses including the casino. It should be noted on the table below that this industry has the greatest number of workers in the county, and provides the second highest portion of the county's wages. The industry provides just over one fourth of the county's total wages.

Education and health services had the highest payroll in the county, and ranked second in the number of workers. This industry provides a greater portion of the county's wages than it provides jobs. Its 552 jobs make up 27.1 percent of the total jobs in the county, the wages provide 32.7 percent of

Average Annual Wage by Industry Division in 2004

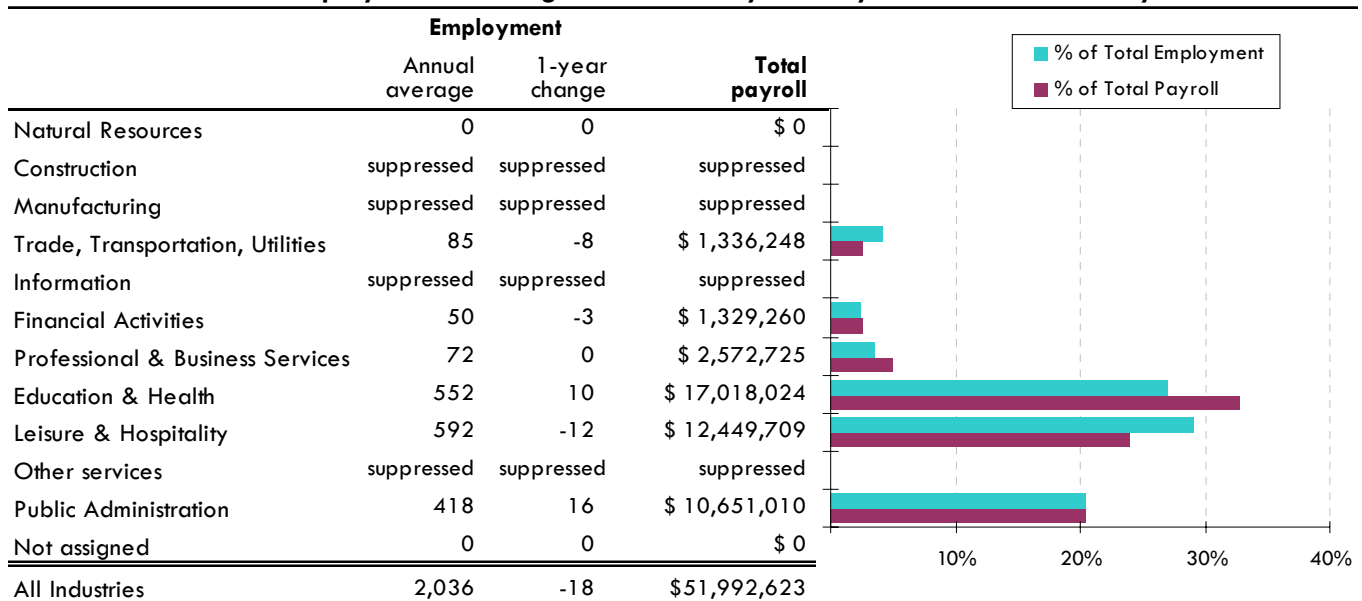
	2004	2004		
	Average Annual Wage	Average Annual Wage	Percent of	1-year
	Wisconsin	Menominee County	Wisconsin	% change
All Industries	\$ 34,749	\$ 25,537	73.5%	6.5%
Natural resources	\$ 27,399	\$ 0	0.0%	#DIV/0!
Construction	\$ 41,258	suppressed	Not avail	Not avail.
Manufacturing	\$ 44,145	suppressed	Not avail	Not avail.
Trade, Transportation, Utilities	\$ 30,088	\$ 15,721	52.3%	3.2%
Information	\$ 41,759	suppressed	Not avail	Not avail.
Financial activities	\$ 45,103	\$ 26,585	58.9%	10.3%
Professional & Business Services	\$ 39,580	\$ 35,732	90.3%	9.4%
Education & Health	\$ 36,408	\$ 30,830	84.7%	7.8%
Leisure & Hospitality	\$ 12,295	\$ 21,030	171.0%	13.0%
Other services	\$ 20,207	suppressed	Not avail	Not avail.
Public Administration	\$ 36,347	\$ 25,481	70.1%	-0.2%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

the total payroll in the county. This is the reverse of the leisure and hospitality industry which provides 29.1 percent of the county's jobs (592), but only 23.9 percent of the county's wages.

The three industries with the highest total payroll in the county (education and health; leisure and hospitality; and public administration) provide over 78 percent of the county's total payroll. So even though several lines of industry data are suppressed, the portion of payroll added to the county, while still important, are not the major factors in the overall industry base in the county.

2004 employment and wage distribution by industry in Menominee County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Menominee County

Establishment	Product or Service	Size (Dec. 2004)
Menominee Indian Tribe	Tribal governments	500-999 employees
Menominee Casino-Bingo-Hotel	Casinos, except casino hotels	500-999 employees
Menominee Enterprises-Tribal Entrpr	Sawmills	250-499 employees
Menominee Indian School District	Elementary & secondary schools	100-249 employees
County of Menominee	Executive & legislative offices, combined	100-249 employees
College of The Menominee Nation	Tribal governments	100-249 employees
Town of Menominee- Menominee County	Executive & legislative offices, combined	20-49 employees
River Mart	Gasoline stations with convenience stores	20-49 employees
Kenah Mecem Inc	Convenience stores	10-19 employees
Menominee Gas Inc	Gasoline stations with convenience stores	10-19 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Menominee County

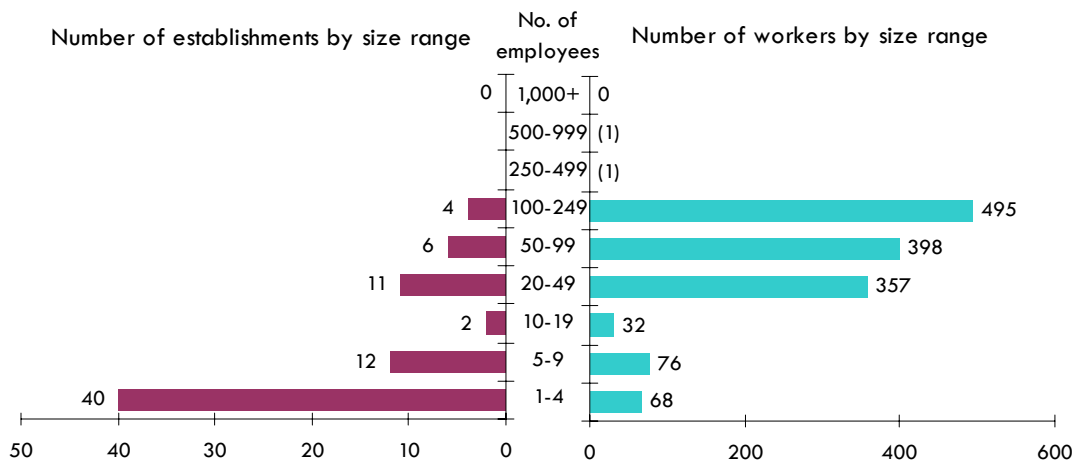
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Amusement, gambling & recreation ind	*	*	not avail.	not avail.
Executive, legislative, & gen government	6	358	22	42
Educational services	3	274	-17	-30
Wood product manufacturing	*	*	not avail.	not avail.
Ambulatory health care services	*	*	not avail.	not avail.
Social assistance	*	*	not avail.	not avail.
Administrative and support services	*	*	not avail.	not avail.
Nursing and residential care facilities	*	*	not avail.	not avail.
Administration of human resource program	*	*	not avail.	not avail.
Real estate	*	*	not avail.	not avail.

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Menominee County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

Menominee County has a higher percentage of jobs in public administration than the state and nation, and this is reflected in the largest employers and industries within the county.

In the top ten employers Menominee Indian Tribe, school district, county government and the College of the Menominee Nation are included. It is not unusual for government services and schools to be in the ten largest employers group. These employers are limited in number and provide services to large sectors of the population. Therefore, they tend to have a concentrated number of workers.

Included in the top industries is the amusement, gambling and recreation industry. The primary employer in Menominee County in this industry is the Menominee Casino-Bingo Hotel which is listed as the second largest employer in the county.

The graph on the bottom of this page indicates that the majority of the county's employers are small with less than 10 employees. This group makes up 71.2 percent of the employers with just 10.1 percent of the workers. At the same time, 62.6 percent of the county's jobs are with employers having at least 20 employees. This group of employers represent just 11.0 percent of the county's employers.

Per Capita Personal Income

One other aspect of looking at the economy of a county is the per capita personal income (PCPI) in the county. Because the income is derived from all sources, it tells more than just what the wages or types of jobs are available. The latest PCPI available is for the year 2003. PCPI in Menominee County was \$18,449. The county's PCPI ranks 72nd of the state's 72 counties in amount and 16th in its five year growth rate. PCPI in the county was \$12,236 below the state, and \$13,023 below the nation.

PCPI is defined as total personal income divided by the total population. The majority of total personal income, though not exclusive to this list, is made up of wage and salary earnings, dividends from holdings, accrued interest, rental property income, retirement benefits, social security and other government transfer payments.

The lower PCPI in Menominee is due in part because of the industry mix, rural location and sources of income. Generally rural counties have a lower PCPI than the urban counties. The percentage of income that comes from net earnings in the county was at 52.7 percent, well below the state average of 69.9 percent. The remaining income in the county comes from dividends, interest, rental property income (16.2 percent) and transfer payments (31.1 percent). The percent of PCPI coming from transfer payments is the highest in the state.

The higher percentage of transfer payments in the county is related to the tribal status of a large portion of the county's residents and not necessarily from retire-

ment benefits. The county's population has a greater share of its population in the 18 to 24 year age level than the state average. At the same time the percent of those over age 60 and close to retirement age is slightly below the state percentage.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marquette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Waushara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005